



INITIATIVES

Department of Labor Employment & Training
Administration Region 2 - Winter 2006

DEPARTMENT OF LABOR NEWS

DOL Launches New Initiative Called Workforce Innovation in Regional Economic Development

On November 18, Secretary of Labor Elaine L. Chao sent a letter to the nation's Governors announcing a new initiative called Workforce Innovation in Regional Economic Development. The WIRED initiative will fund eight-to-ten sites where universities, companies, government, and workforce and economic development organizations partner to transform and rebuild their regional economy. Applications were received by January 5, 2006.

DOL/ETA REGION 2 CONGRATS!!!!

Episcopal Community Services in Baltimore and *Connection Training Services* in Philadelphia were among the 30 Community/Faith-Based Organizations awarded grants of approximately \$660,000 under the DOL Prisoner Reentry Initiative. DOL received over 500 applications. On November 8, approximately \$20M was competitively awarded for projects designed to reduce recidivism and help non-violent prisoners prepare for work as they reenter the community.

President's Community-Based Job Training Grants

On October 19, the Department of Labor awarded \$125 million to 70 community colleges competing for the President's Community-Based Job Training Grants. These grants support workforce training for high-growth industries through the nation's community and technical colleges. Projects receiving funding cover industries ranging from health care and construction to advanced manufacturing and energy. The 70 grants will fund projects in 40 states. Region 2 awardees were *West Virginia State Community and Technical College* (\$1,598,212), *Hagerstown, Maryland*

Community College (\$1,649,348) and *Blue Ridge Community College, Virginia* (\$1,937,786).

Professional & Administrative Management Support

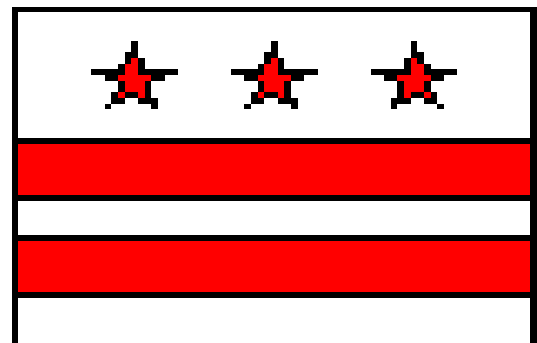
The Employment and Training Administration is soliciting proposals to provide technical assistance, research and analysis, reporting, writing, and logistical and administrative support to assist ETA in improving the quality of services to its customers, and building and operating a high-performance workforce development system nationally. See www.doleta.gov to download the RFP.

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Closing Date: 02/01/2006, 2:00 pm EST

STATE HAPPENINGS

DISTRICT OF COLUMBIA



DC Trains Future Firefighters and Emergency Medical Staff

The District's Fire Cadet Program is not your typical career training program. This joint training program of the DC Fire and Emergency Medical Services

Department is made possible through funds from the former Youth Opportunity Grant and the Workforce Investment Act and attracts and encourages at-risk, economically disadvantaged older youths between ages 18 and 20 to become fire fighters or Emergency Medical Technicians.

The program, formed in 2001, seeks District high school graduates or GED recipients who can pass an intensive Police/FBI background check and live in a high-risk section of the District. The cadets participate in a 12-month training program, earning a \$15,000/year stipend. Once they have completed the specialized training and successfully passed a written examination and physical ability test, the DC Fire and Emergency Medical Services Department hire graduates at a \$32,000 annual salary.

Graduates have noted how the program has changed their lives, outlooks and career path. According to Jacob Vonderpool, who planned to attend college to become an elementary school teacher, being exposed to the Fire Cadet Program through the District's Passport-to-Work Youth Employment Program, changed his life and career choice. "I will become one of the hardest working firefighters in Washington, DC," he says. "I will be a role model to my younger siblings as well as those in my community."

"Indeed, the benefit of this program—for the cadets as well as the community — speaks for itself," says the Department of Employment Services Director Gregg Irish. "It has placed them on a successful career path that many have never thought of before. They get customized occupational skills training with formal academic instruction on workplace literacy, fire fighting techniques, emergency medical training and ambulatory services. They are poised and prepared to deliver public safety to the residents and the community."

While historically the fire-fighting profession has attracted predominately males -- many who have followed in the footsteps of their fathers, grandfathers or significant others--the DC Fire Cadet Program seeks to increase the career exposure, opportunity, and recruitment of older youths who reflect the ethnic and gender diversity of the city's communities. This represents just one of the unique aspects of the program. To date, more than 106 fire cadets and emergency medical technicians have graduated to

become firefighters and emergency medical professionals.



DC Reinvents Route to High School Diplomas

Starting in fall 2006, the Washington DC Public Schools plan to offer the option of a fifth year at its high schools -- with smaller classes, tutoring and other support services -- for students who need more time to complete their requirements. The goal is to provide flexibility to teenagers who might be juggling school with job and parenting responsibilities -- and to retain students who, after falling behind, might otherwise drop out well before 12th grade. The district also plans to establish a three-year track for students who want to graduate early. School officials said those moves are part of an effort to reinvent high schools. Other measures, they said, might include staggering class schedules so some students can start and end their school day later; expanding apprenticeship programs in various trades; and allowing students to enroll in community college while in high school.

<http://www.washingtonpost.com/wp-dyn/content/article/2005/06/19/AR2005061900750.html>

MARYLAND



One-Stop Job Market Goes Mobile

The Lower Shore's One-Stop Job Market in Maryland has gone mobile, offering new technology to businesses and residents on the Lower Eastern Shore. Local businesses can utilize this technology for skill training and for listing job openings, while job seekers will be presented with job search opportunities, career assessments, résumé assistance and more.

The Mobile One-Stop is equipped with 11 Internet-accessible computers, one instructor computer linked to a smart board and an outside screen that displays the smart board for larger groups to see. Mobile One-Stop staff assists people with job search activities and businesses or organizations with career assessment or training needs.

Providing this link to the local community shows the Lower Shore Workforce Alliance's commitment to ensuring that local job openings are coordinated with publicly-funded workforce training. Having the ability to take the unit on-site to the many businesses, functions and public groups needing services is one of its greatest advantages.



Digital Learning Group presents *Words for Work...*

Words for Work is an exciting multimedia-based instructional program designed to provide “**quick-start**” **English language** and **workplace skills** to limited-English-proficient Latino youth and adults—leading to **job placement and career ladder opportunities** in the high-growth employment sectors of healthcare and construction.

With the support of the educational community, including Anne Arundel Community College as lead college—and in collaboration with employers and Latino community leaders—Digital Learning Group (DLG) has developed a highly interactive multimedia web-based curriculum, which is delivered to learners under the direction of bilingual instructors. DLG was awarded \$1,573,266 by DOL for their *Words for Work* program, which is aimed at assisting unemployed and underemployed Hispanics with limited English proficiency that impedes their access to employment or a living wage. This unique, user-friendly and culturally sensitive program of study develops the critical skills needed for quick-start entry-level employment. The curriculum includes general workplace and job-specific skills, plus English language skills, safety practices and procedures, cross-cultural barriers, and basic math and computer knowledge.

The early success of the *Words for Work*-Healthcare program offered in Baltimore City and Annapolis has elicited requests by other jurisdictions to offer *Words for Work*. According to the program's independent evaluator, student graduates have demonstrated high levels of class retention, combined with significant content gains and higher than average gains in English language skills. Over one half of its graduates have been placed into jobs with large area employers, such as Johns Hopkins Hospital and Anne Arundel Medical Center within weeks of completing the program. Area construction companies are sending entry-level incumbent workers to class and offering graduates hourly raises.

Words for Work is entirely community based, relying on partnerships and the participation of State and local agencies, educators, Latino organizations and faith-based groups, community groups, and employers. In the Baltimore-Washington Corridor, classes are being offered in Baltimore City and Annapolis as a U. S. Department of Labor demonstration project. Please contact Christie Timms (410-795-8850) or visit www.wordsforwork.org to learn more about the resource.

MontgomeryWorks Scores Recruitment Success

MontgomeryWorks, Montgomery County's One-Stop Career Center, working together with its service

partners, recently completed a series of recruitment events for Gulf Coast Enterprises (GCE). A division of Lakeview Center, Inc., an Affiliate of Baptist Health Care, GCE sought assistance in locating qualified candidates, particularly those with documented disabilities, to staff its food service contract at the Armed Forces Retirement Home (AFRH) in Washington, DC. Openings ranged from chef/cooks and bakers to food service workers and dining facility managers. Over thirty individuals were interviewed by GCE with job offers extended to fifteen, five of whom were veterans, two just returning from active duty in Iraq.

This recruitment is an example of collaborative One-Stop center service delivery in Montgomery County. In addition to the Maryland Job Service and its veterans program, referred candidates came from a variety of One-Stop partners, including the Division of Vocational Rehabilitation Services, Project Advance, Jewish Vocational Services, and the Maryland Customized Employment Partnership. Mr. Gerald Murphy, GCE Contract Administrator, termed his experience working with MontgomeryWorks “the best organized session that we had in the entire metro area.” The AFRH is a continuing care retirement community open to all branches of the military and provides a wide range of quality residential, social and health care services to retirees and other eligible veterans. In all, the AFRH home to about 1200 residents.

For further information, please contact Richard Gambaro, Veterans Employment Representative, MontgomeryWorks One-Stop Career Center (301-929-4390) or e-mail rgambaro@dllr.state.md.us.

Baltimore MOED Customizes Training

Each year, the Mayor’s Office of Employment Development (MOED) provides hundreds of Baltimore area businesses with a variety of workforce services, including outreach and recruitment, applicant pre-screening, assessment and testing, human resources support and training grants for new or existing employees. One of MOED’s most successful strategies is Customized Training, a business-driven program providing financial assistance for companies to support training costs for existing staff, hard-to-fill or newly created positions. This past summer, MOED’s Customized Training program helped Baltimore-Washington International

Airport recruit and hire 70 new custodial employees in partnership with The Chimes, a leader in providing educational and employment services for people with disabilities. These customers began working in August and September.

“Chimes International was very pleased to cooperate with the Mayor’s Office of Employment Development in helping to find and train individuals with disabilities to fulfill our commitment to staffing the new A-B Pier at the Baltimore-Washington International Airport,” said Albert Bussone, vice-president and chief operating officer for Chimes International, Ltd. “Staff worked cooperatively with the One-Stop career centers to recruit, process and secure employment for individuals in full-time positions with benefits. This project was economically beneficial to Chimes.”

Recently, Good Samaritan Hospital used Customized Training to recruit and train 10 geriatric nursing assistants, and the CVS retail chain is using the program to recruit and train nine candidates for pharmacy service associates, photo lab technicians and shift supervisors. “This is a wonderful opportunity to establish a partnership with the city of Baltimore and our nursing center. Our shared goal is to serve the elderly community as Good Samaritans,” said Jennifer Miller, administrator for Good Samaritan Nursing Center.

That’s good news for Susan Tagliaferro, MOED’s business liaison, who helps to provide vital support to local companies. “We want local businesses to know they can rely on our agency to help them access a pipeline of qualified job candidates and customized workforce solutions to attract, retain and develop new and current employees,” said Ms. Tagliaferro.

Southern Maryland WIB holds Workforce & Economic Development Summit

The Southern Maryland Workforce Investment Board, also known as Southern Maryland *WorkSource*, sponsored over 200 business leaders, government officials, education and workforce professionals in September to explore strategies for addressing the growth of the regional economy in Southern Maryland. The WIB is a regional not-for-profit consortium representing the workforce development

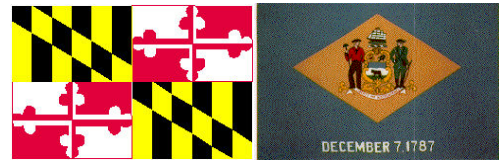
communities in St. Mary's, Charles and Calvert counties.

The economy of Southern Maryland is regarded as being at a crossroads. Business and government leaders met to decide on a strategy to shape the region's future. Community business executives along with several county government leaders spoke about the issues. According to Gary Yakimov of the Corporation for a Skilled Workforce, which prepared a detailed report on the strengths of the economy, the region is in search of its identity in terms of where its future lies in building the economy. For years, local officials have been aware of the 41% of the workforce that live in the region but work elsewhere. Brianna Bowling, owner of Zekiah Technologies in La Plata, has interviewed Charles County residents for jobs with her company. The problem, Bowling said, is that they are being paid DC salaries and have a lifestyle that has become comfortable. "We can't do that," she said about matching those salaries. "Even though they're commuting five hours a day, they can't drop their salaries."

The report spoke of good paying jobs in Southern Maryland, such as professional and technical services that pay on average \$1,192 a week. The utilities sector pays \$1,401 a week and postal service averages \$1,017. The Navy's presence both in Charles and St. Mary's counties and to a lesser extent in Calvert County is considerable. An estimated 30,477 jobs with annual salaries amounting to \$1.4 billion a year can be directly or indirectly linked to the Navy.

"There are ample opportunities for all residents in the region," states Ellen Flowers-Fields, Executive Director of the Southern Maryland *WorkSource*. "Our area population growth currently outpaces area job growth, yet the demand for skilled workers continues to exist. We must retrain and provide skills upgrade training for those currently employed and unemployed in order to provide better skills matches for our area employers." The dialogue that occurred during the Summit was only the beginning of a regional strategic planning effort to address the economic direction of the local economy.

MARYLAND / DELAWARE



Maryland and Delaware "Exchange" Success

Recently, a Newark-based small business owner came to the Pencader Industrial Park One-Stop in Delaware with an unusual problem. She had just been awarded a contract with the Army Air Force Exchange Service to clean the Fort Meade PX in Maryland and needed workers.

The contract was awarded on a Friday and the first day of work at the PX was scheduled for the following Tuesday evening. A marketing specialist from the Delaware One-Stop prepared a job order and then contacted his counterpart at the Susquehanna Workforce Development Office in Maryland. She loaded the job order into the Maryland Workforce Exchange, a new state-of-the-art web-based system that seamlessly delivers one-stop career services to job seekers and businesses. A database search revealed 12 pages of potential applicants that Friday afternoon. The results were sent back to the Delaware office and individuals were immediately contacted for interviews. As a result, all of the jobs were filled and the new employees were ready for work on Tuesday.

The long-standing relationship between the Susquehanna Region career development professionals in Maryland and their colleagues in Delaware make possible such positive outcomes. The coordination of business services includes a weekly sharing of job orders and priority staffing needs; joint promotion and recruitment activities for business start-ups, mass hires, expansions and dislocations; sharing business retention strategies and services and regular staff communication and sharing of best practices. Job seekers benefit from the partnership by having the ability to visit the most convenient One-Stop and sharing in the collective employment and training efforts of two different states.

PENNSYLVANIA



Pennsylvania Responds to Hurricane Katrina Disaster

The statewide system of PA CareerLink offices was designated by Pennsylvania Governor Ed Rendell as the single point of access for state agency and community services to aid Hurricane Katrina evacuees who are in Pennsylvania. PA CareerLink staff throughout the Commonwealth have made tremendous efforts to serve Gulf Coast victims of this disaster. The following article is just one example of the services being provided in Pennsylvania.

During September, following Katrina's major devastation, Pennsylvania rapidly joined other states in providing desperately needed direct relief to those so severely impacted. By mid-September, approximately 2,448 disaster-affected families had evacuated to PA. Numerous PA agencies, including the Department of Labor & Industry, quickly began providing shelter, interim housing and human services assistance programs. Shortly after disaster victims began arriving, centers in Philadelphia and Pittsburgh were set up to process claims and offer a full range of recovery services likely to be needed by these individuals and their families over the short and long terms.

Unemployment Compensation (UC) Program staff assisted those unemployed by helping them file applications with their home state for regular unemployment compensation benefits and for federally funded Disaster Unemployment Assistance benefits. Also, the network of Pennsylvania CareerLink offices served as the primary points of contact through which out-of-state guests could receive numerous other assistance and supportive services to help cope with the immediate effects and

take the first steps in putting their families' lives back together again.

On September 20 PA's Labor & Industry staff began assisting Mississippi's Department of Employment Security by taking a portion of their direct telephone unemployment claims while also developing ways to similarly help the other disaster-affected states. Calls were routed through PA's Scranton UC Service Center where staff directly entered claim information into Mississippi's Internet UC claim system.

The ongoing concerted efforts made by the Commonwealth to fully serve all PA residents, including those temporarily relocated due to unfortunate circumstances, reflected the strong commitment the Department has to effectively serve its customer community under all circumstances.

Westmoreland/Fayette WIB Assists Students

The Westmoreland-Fayette Workforce Investment Board (WIB) is helping high school students assess and improve their math and reading skills through the *Keys2Work* program. *Keys2Work* is an on-line program that allows schools and training organizations to provide students with career-based skill improvement curriculum and an assessment that documents those skills for employers and post-secondary institutions. Community-based youth programs, which are supported financially by the WIB, are required to enroll their youth participants in *Keys2Work*. These programs are found in all Fayette County school districts, thirteen Westmoreland County school districts and three Career and Technology Centers.

The Keys2Work program has four steps: MEASURE, EXPLORE, IMPROVE and CERTIFY. In MEASURE, youths take quick pretests in math and reading that determine their current skill levels and equate this learning with an average wage. Youth then choose favorite careers by EXPLORing careers and industry clusters that match their interests. Students spend the bulk of their time in IMPROVE where they have unlimited access to curriculum assigned to target their specific skill gaps. Curriculum activity is tracked and progress can be aligned to both occupational requirements and to academic improvement, including progress towards the Pennsylvania State Standards Assessments. As a final step, students

CERTIFY their skills by taking rigorous WorkKeys tests in math and reading. Each student is awarded a Foundation Skills Certificate, endorsed by prominent business leaders within each of the five regional priority industry clusters: Manufacturing, Healthcare & Biotechnology, Hospitality & Tourism, Financial Services and Information Technology.

Since its inception, the Westmoreland-Fayette WIB has been committed to leading workforce development in Westmoreland and Fayette counties. Last year using *Keys2Work*, 149 at-risk youth raised their anticipated future wages an average of \$8,256. By supporting the use of *Keys2Work*, the WIB is helping students to assess their skills for jobs they are interested in with the skills /standards defined by the employer.

Philadelphia WIB Pilot Program Graduates Twenty Adults

In August twenty adult students graduated from the groundbreaking Financial Services Institute pilot program. Sponsored by the Philadelphia (PWIB) and Montgomery County Workforce Investment Boards (MCWIB) and Citizens Bank of Pennsylvania, the program instilled the confidence and skills needed for these students to enter the financial services industry as productive members of the workforce.

Seven students completed the six-week course at Montgomery County Community College and thirteen at the Community College of Philadelphia. Pre-employment non-credit training in customer service, clerical skills, computer use, mathematics and job search skills during 120 hours were provided. Upon graduating, each student was expected to gain employment in the financial services industry and each received a letter of introduction to present to prospective employers.

“The Financial Services Institute pilot program honed in on a specific industry that needed assistance in cultivating entry-level employees with the necessary skills to thrive as productive employees in the financial services industry,” said Sallie Glickman, Executive Director of the PWIB. “This effort was a true collaboration that highlights the positive impact of working together in the workforce development arena.”

The first-ever Financial Services Institute model was a collaboration between the banking industry and the public workforce development system. The institute model also includes two additional educational programs progressing to an Associates Degree, which have yet to be tested. Students were recruited from among jobseekers at CareerLink centers in Philadelphia and Montgomery County.

Foster Care Youth meet “Backpack Challenge”

Facts on foster care are staggering:

- An estimated 523,000 youths are in foster care
- Nearly 20,000 youths aged out of foster care in 2005. Many are only 18 and still require significant support and services or they will be vulnerable to homelessness, unemployment, poor educational status, substance abuse and incarceration.

To support youths in foster care who are returning to high school as seniors or beginning or returning to college, Arbor Education & Training (Philadelphia, PA) launched a *Backpack Challenge* campaign. Arbor’s goal was to give each youth in foster care who is a member of the Achieving Independence Center’s (AIC) “One-Stop” program a backpack filled with school supplies and other items (a journal, CDs, T-shirts, photo albums and health & beauty aids) needed when returning to school. Eighty-five of the 95 graduating seniors are going on to post-secondary education.

At a *Pursuit of Higher Education* ceremony in August, youths who’ve attended one or more years of post-secondary training shared college experiences with those about to embark on their journey to higher education. Panel members provided timely advice, confidence-building suggestions and stressed the importance of maintaining a connection to their support networks.

Additionally, to provide support to youths tackling the challenges every college student encounters, an e-mentoring campaign was launched. Via e-mail, mentors with the AIC provide a sustained e-mentor relationship, comparable to an older sibling. Mentors have the chance to share their wisdom to help develop the interests/talents of a special young

person, to be a friend who lends unconditional support and to teach good decision-making skills.

The AIC is a “One-Stop” center managed by Arbor E&T, designed to help young people in foster care achieve their goals of self sufficiency. Offering non-traditional hours, flexible scheduling accommodating in-school and out-of-school youth and on-site job training, the Center is dedicated to providing support and real life tools for youths wanting to make an investment in their future. For additional information contact ebusby@aicenter.us or visit Arbor at www.arboret.com.

VIRGINIA



Northern Virginia – New Youth Partnership Builds on Strengths

A new youth initiative that is sparking interest and enthusiasm in the Northern Virginia Workforce Investment Area involves a unique partnership. The Employment and Training Division of Fairfax County Department of Family Services is creating a new project with the Foster Care and Adoption Division. Together, both units have developed an innovative program customized specifically for teens and young adults who are close to transitioning out of Foster Care services. This program is called *Choices for Success* and is a demonstration project supported by a state grant. By having this opportunity to formally combine WIA employment services with the Foster Care Independent Living Skills program, at-risk youth will more easily receive streamlined, coordinated services to help them find their way successfully into the world of work. Using a strengths-based approach, *Choices for Success* will offer interactive, educational workshops about job readiness skills, career assessments, paid and unpaid work experiences,

assistance with finding financial aid, and other supportive services to help young people achieve their goals. As one young person who is applying to the program stated, “it is exciting to know that I’ll get so much help with figuring out what I want to do with my life....it makes me feel more hopeful.” See www.myskillsource.org.

Crater Area XV One-Stop Congratulates Graduates

The Crater Area XV WIA Emporia One-Stop Center announced the graduation of three clients from the Certified Nurse Aide program. The successful Workforce Investment Act graduates are from various backgrounds and have completed the Certified Nurse Aide program through Southside Virginia Community College. Ms. Tarsha Allen was ranked second in a class of sixteen students and has already found employment in her field of training. She plans to go on to become a Licensed Practical Nurse. Ms. Barbara Keenan will be taking additional classes in the medical field (Phlebotomy) to enhance her employment opportunities. Ms. Demaris Reavis is a young single parent who has also struggled with health problems. Presently, she is employed in another field while looking for work as a CNA.

Shenandoah Valley Committee Awards Disability Awareness Stars

The Shenandoah Valley (VA) Regional Committee for Disability Awareness, which represents Augusta, Rockbridge, and Rockingham counties, held a luncheon in October in celebration of Disability Employment Awareness Month. The following individuals or agencies received awards for 2005: Employer of Year non-profit/government: James Madison University Facilities Management, Tony Smith, Housekeeping/ Recycling Manager, Lisa Knicely, P.J. McDonaldson, HR; Employer of Year for Profit: G&K Facilities Maintenance, Inc. (Gregory A. Sams); Employer of Year self-employed: Self Agape Therapy (Donna Adkins); Training Site of the Year: Non Profit City of Waynesboro-HR Department (James C. Fitzgerald, HR Director); Training Site of the Year For Profit Canteen Services at Invista (Robin Huffman, Cafeteria Manager); Employee of the Year: Service Industry: Jane Sanderson, Rockbridge Area Occupational Center, Inc.; Employee of the Year in Profession or Business:

Jill Campbell Mary Kay Cosmetics Director,
Bridgewater; Mentor of Year: Bobbie Sprouse,
Special Education Teacher, Wilson Memorial High
School.

WEST VIRGINIA



Determination Pays for Cabell County Student

Brandon was a high school drop-out. As such, he soon found out how hard it is to get a good job. He learned quickly - no high school diploma, no GED, no job skills, leads nowhere. Brandon was going nowhere in a hurry.

A friend told him about the Cabell County Youth Empowerment Program (CCYEP), which is a part of the Huntington, WV Housing Authority and how they help high school drop-outs get their GED and find jobs. In February 2004, Brandon enrolled in the CCYEP program; a decision that has changed his life forever.

As a high school drop-out, Brandon was used to staying out all night partying and then sleeping all day. "Getting up each morning and going to class at 8:30 a.m. was the hardest thing. That was the toughest part for me," Brandon said.

Brandon likes to work with his hands, so when he heard about the Huntington School of Fine Woodwork he checked it out. "I liked it. It let me work with my hands and build things. I like art. I like making things," Brandon said. "Not only that, I got paid," he said.

Soon his sporadic attendance leveled off and getting to class on time was no longer a problem. Once he got his time management under control, he began to

work on his anger management, which got him sent home on more than one occasion. "I did not like people telling me what to do," Brandon said. "Still don't. But I have learned that being told what to do is part of being a good employee," he said. "Now I don't get mad or angry as much and I am learning to keep my anger under control," he said.

He attended GED classes in the mornings and then went to the woodshop class in the afternoon. After six months of studying for the GED, in September 2004, Brandon passed. After spending six months in the woodshop program, Brandon, and four other students were given the opportunity to work full time as a temporary laborer for the Huntington Housing Authority. Soon a full-time position opened up and Brandon applied. Then the call came notifying Brandon that he had gotten the job. He was no longer a temporary laborer but a full-time laborer with a pay raise from \$5.15 per hour to \$9.86 per hour! He works a full forty-hour week and is applying to attend night school to get a B.A. in Art.

"With my increase in pay, I am paying off old debts, saving money for a car and hope soon to move out of the projects and have a house of my own. I don't want to be 40 years-old and still have a minimum wage job," he said. "I stuck with it when others quit. I stuck with it when I wanted to give up. Now I have a good job, I am dependable and always get to work on time. I have a future. I am proud of myself and my mom and dad are proud of me," he said.

Grant Enhances West Virginia Labor Market Information

The requirement for "better" and timely labor market information supporting both workforce development and economic development has never been more pronounced than in today's highly competitive economy. The demand for near real-time supply side and demand side to augment traditional labor market statistical and lagging indicators spurred West Virginia to find a way to provide this data.

Several years ago, West Virginia invested in Geo-Solution's Virtual Labor Market Information system (VLMI). The VLMI system has the capability to present supply side and demand side information both graphically and statistically. However, populating the system with current, relevant and complete data is

an enormous task, particularly when budget cuts and increasing demands on staff whittle away at the available resources.

To help address this problem, West Virginia applied for and received a \$100,000 Benedum Foundation Grant. The purpose of the grant was to make available to the public, policy makers and economic development personnel a wide array of current labor market information. Utilizing those funds, West Virginia has nearly completed its implementation of VLMI with a full suite of data encompassing topics such as hiring trends, graduation rates by major and location, localized economic data, localized business data and educational opportunities. The Virtual LMI system, along with the state's case management system, has helped to advance West Virginia's workforce and economic development capabilities.

WORKFORCE West Virginia Supports “Operation Safe Haven”

*A First-Hand Report by Dave Ranck, Regional
Veterans' Employment Representative*

Beginning September 13, a contingent of WORKFORCE West Virginia Job Service and Unemployment Insurance staff converged on Camp Dawson to the Red Cross Disaster Operations Center to provide services to 300 Hurricane Katrina survivors. There they joined representatives from Governor Manchin's Office, WV National Guard, WV Department of Military Affairs and Public Safety, WV Department of Health and Human Resources, WV Department of Education, Preston County Health Department, Preston County Board of Education, WVU Medical School, and American Red Cross. Federal Agencies on site included Federal Emergency Management Agency and Social Security Administration. A medical clinic, internet café, meal service, housing, day care, and schooling were all provided for survivors on-site at Camp Dawson.

The employment services area was led by Morgantown Office Manager, Lori Turner, who ensured a full spectrum of services. Also joining was Bill Nelson and Stephen Golf, of the WV Division of Veterans Affairs offices located in Elkins and Clarksburg. From a Veterans Employment Representative's perspective, this was a tremendous asset. In one case we had a client who wanted to

increase his current disability by filing a re-claim. His paperwork was done before I could complete his job service registration...that was a first!

Employment and Unemployment Insurance Services that included registration, resume preparation, labor market information, partner referral, veteran services, program information and unemployment claim processing were provided to 80 clients. Many of these services were also provided to additional clients on an informal basis because they were in the process of moving to another state by preference or returning to Louisiana. We also provided partner services when their personnel were not available and served as information and referral within the Disaster Center.

All WORKFORCE West Virginia employees who responded were touched by their interactions with clients. Many personal stories were told and expressions of appreciation to the people of West Virginia for their kindness and hospitality made us feel humble knowing what the survivors had been through.

Observations of the volunteers contributing so much to the effort were equally amazing. On my way to run an errand, I ran into an off-duty Sheriff's Deputy from Fayette County, PA who had stopped by on her day off to donate stress relief objects and religious statues. Half of the boxes were already in the children's hands before we could get to an area to inquire where to drop them off. Another interesting observation was the number of volunteers who were survivors. The gentleman who greeted and escorted me to my assignment was a veteran who later registered with us and actually obtained employment! Another veteran began an enterprise of washing cars for a donation. He told us he just wanted to keep busy and forget what he had been through.

A job fair sponsored by WORKFORCE West Virginia was held on September 22 with thirteen employers on-site from all areas of the state. Approximately twenty clients attended and four were offered positions on the spot.

Regional Economic News

DELAWARE

BE&K: This industrial services company in New Castle laid off 144 employees in July.

CitiCorp: This credit services company in Newark laid off 328 employees in September.

DISTRICT of COLUMBIA

Publisher BNA, Inc. moving to Arlington:

Employee-owned business and legal publisher BNA, Inc. will invest \$110 million to move its headquarters from Washington, D.C. to Arlington County's Crystal City. The move will consolidate BNA operations, bringing more than 1,000 employees into the Crystal City complex.

MARYLAND

Eli Lilly cuts in half prospective hiring for Prince William plant:

After postponing the project in 2002, Prince William County, Virginia and Eli Lilly and Company have renewed plans for a facility in Prince William County. The new plans include hiring 350 workers as opposed to the originally intended 700.

Army base closings could attract contractors to Maryland:

The decision by the BRAC Commission to close the Army base at Fort Monmouth, NJ and relocate other military outfits to Aberdeen Proving Ground and Fort Meade could draw thousands of specialized government contractors into Maryland, fueling growth and bolstering the technology clusters already forming in the state. The addition of thousands of military personnel, plus the contracting jobs that follow will bring new businesses and generate tax revenue all around Aberdeen and Fort Meade.

VIRGINIA

Snack Food Plant Booming: A year ago previous owner **Wise Snack Foods** announced plans to shut down their plant in Bristol, leaving 155 employees idle. After five months of negotiations, the city agreed to buy the plant and lease it to a new tenant, Snack Alliance. The plant now employs 189 and is looking to hire another 20.

EIT, Inc. selects Danville for manufacturing facility: EIT Inc., an electronic design and manufacturing company based in Loudoun County will invest \$12 million to build a manufacturing facility in Danville and employ 120 workers.

Merger to close carrier's VA Office: US Airways Group expects to close its headquarters in Arlington, which employs nearly 600, as early as January 2006. The airline is on track to exit Chapter 11 bankruptcy and merge with America West. It is unknown how many workers will lose jobs.

Mack Trucks to downsize Dublin plant: Mack Trucks is reducing production at its Dublin, Virginia assembly plant, eliminating 190 jobs.

Call Evolution opening call center in Scott County:

Ohio-based Call Evolution Company will open a call center in Duffield Industrial Park's Pioneer Center in Scott County. The new center will provide customer service support to Fortune 500 financial and insurance companies. Total number of employees has yet to be stated.

Defense contractor opens major office complex:

The Titan Corporation, a large San Diego-based provider of national security services, opened a new office complex in the Reston area of Fairfax County. The company will occupy the entire new 16 story, 280,000 square foot building and house approximately 1,000 employees.

AOL to lay off over 700: AOL's corporate headquarters in Dulles will feel the cuts. The decline in subscribers for its dial-up Internet-access services has caused the layoffs.

Honeywell plans more cuts in Virginia:

Honeywell announced that 300 employees (hourly and salaried) will be cut from its Bermuda Hundred Road plant in Richmond, which employs 660 people. The plant manufactures nylon fibers used in residential carpets and resins used in the plastics industry. The cuts are part of a company effort to consolidate its fiber manufacturing capability into facilities that use newer, more cost-efficient fiber manufacturing technology.

PENNSYLVANIA

Indiana County company to add 100 jobs: **Classic Conveyor Components**, manufacturers of scraper that clean the belts and idlers for systems that run the belts, is undergoing a consolidation and expansion that will create approximately 100 jobs. The firm presently employs around 55 workers.

Malvern technology plant closes: **DecisionOne Corporation**, a technology-support firm, has announced it will permanently close its logistics and repair facility, affecting 96-175 employees.

Pittsburgh: Alcoa plans to cut about 6500 jobs: The world's largest aluminum producer said that it would eliminate about 6500 jobs worldwide in the second quarter as part of a restructuring to save \$150 million a year. The company has cited higher energy costs and a drop in prices for its products.

Allegheny County: The Pittsburgh Economic and Industrial Development Corporation received a \$2.25 million loan to rehabilitate existing water and sewer facilities to support development of Luna Square in Pittsburgh. The project is expected to create 665 jobs.

Bedford County: The Saxton Borough Municipal Authority received a \$2.36 million grant for the rehabilitation and expansion of a wastewater treatment system in Saxton Borough. The number of jobs to be created is undetermined.

Berks County: The Hamburg Municipal Authority received a \$3.89 million loan and a \$687,250 grant for the upgrade and expansion of the Pine Street Pump Station. The facility expects to attract a travel center, hotels, restaurants and other commercial enterprises resulting in 850 new jobs.

Luzerne County: The Great Pittston Chamber of Commerce received a \$2.34 million grant for the development of Phase 1 of the CenterPoint Commerce and Trade Park East in Jenkins Township. The project is expected to create approximately 2400 jobs.

Montgomery County: Lower Perkiomen Valley Regional Sewer Authority received a \$3 million loan and a \$2 million grant for the expansion of the existing sewage treatment plant and construction of an inceptor

in Upper Providence Township. The project will create at least 400 new jobs.

Washington County: The Hanover Township Sewer Authority received a \$2.14 million loan and a \$537,000 grant to assist with the extension of sewer lines in Hanover Township. This project will support the development on the Starpoint Industrial Park and, when completed, will create 900 manufacturing and commercial jobs.

Grove City/Mercer County: The Department of Community and Economic Development Secretary announced the creation and retaining of 240 plus manufacturing jobs to Mercer County.

Greenville: Hodge Foundry, Inc., a manufacturer of gray and ductile iron castings, will create 36 jobs within three years and retain 105 present employees. VEC Technology LLC, also in Greenville, will create 25 new jobs within three years and retain 76 current employees.

PNC, Wachovia to cut more jobs: Two of Philadelphia's area banks are in the process of cost-cutting moves to stay attractive for investors in the face of rising expenses. PNC Financial Services Group plans to eliminate 3,000 positions over the next year and a half as the bank streamlines. Wachovia Corp. plans to eliminate 4,000 positions.

Chester Upland School District Layoffs: While some celebrated the hiring of a new CEO, others were left without jobs, lost in the money-saving measures the district was forced to use to create a balanced budget. Nearly 130 workers were laid off, including 79 professional employees and all of the district's social workers.

Pocono Downs Casino to Employ 800: A shopping complex, a food court, a children's entertainment area will be a part of an elaborate expansion planned for Pocono Downs in Plains Township. The positions would cover the gamut, food service workers to accountants. They plan to hire mostly full-time workers. It also plans to provide health care and 401(k) retirement benefits. The project should be completed by March 2006. Once the grandstand is completed, they plan to add 400 to the already existing workforce of 200. As the casino complex is built, an additional 400 will be hired.

Montour County gains 150 manufacturing jobs:

The Commonwealth's growing appeal to manufacturers continues. United States Gypsum Co. is North America's largest manufacturer of gypsum-based products and they announced that they will construct a new 600,000-square-foot gypsum board manufacturing facility adjacent to PPL Corporation. PPL will install scrubbers on its main generation units that will result in cleaner emissions. The company will create at least 150 new jobs within three years following a construction period to begin in 2006.

Bloomsburg company adding 130 jobs:

Magee Rieter Automotive Systems will hire at least 130 more people by the end of 2006 due to a large increase in demand for its automotive carpet.

Philadelphia loses jobs at GlaxoSmithKline:

Drug maker GlaxoSmithKline will eliminate approximately 150 jobs and outsource much of its computer-server operations to Dallas. The company has yet to determine how many people the computer-service company will rehire.

Immunicon laying off about one-quarter of staff in

Huntingdon Valley: Company officials announced that they would cut 33 employees, about one-fourth its full-time staff, because of the uncertainty about revenue growth. The layoffs would focus on operations, research and development and some support staff.

High cost of milk will close cheese plant near

Allentown: Canadian cheese-maker **Saputo, Inc.** announced it would close a plant near Allentown because of the high cost of milk in the eastern United States. The plant in Whitehall, PA, which employs 115, stopped making cheese in October; by-products will cease by March 2006. According to the company, Whitehall production will then be integrated into other Saputo facilities.

New manufacturing facility in Fayette County:

Carlisle SynTec, Inc. plans to construct a 200,000 square-foot manufacturing facility on 25 acres at the Fayette Business Park in Smithfield. Over the next three years at least 66 new jobs will be developed. The facility will operate under the name Hunter Panels and will manufacture and distribute rigid foam roof insulation panels for use in commercial and industrial roofing construction projects.

Firm pledges investment and job retention:

The **Bayer Corporation** has pledged to keep its headquarters in Pittsburgh for three years. Bayer will receive a \$1 million opportunity grant and up to \$700,000 in job training assistance from the state from now until 2006. Bayer will keep at least 1,750 jobs in PA for the next three years and invest \$100 million in the state during that time. LANXESS Corp. (a Bayer spin-off) has chosen Findlay Township, near Pittsburgh, to locate its headquarters, where it will employ about 435 people. The firm will receive a Pennsylvania Opportunity Grant of about \$872,000, \$554,000 in job-training assistance, and \$435,000 in job creation tax credits. Allegheny County officials have pledged to give LANXESS a Community Development Block Grant of up to \$200,000. Bayer employs more than 1,400 people at its headquarters and operates the Bayer Consumer Care plant in Myerstown.

Energy company moving to Philadelphia:

Gamesa Corporation, a Spanish energy company that has considered northeastern PA and other sites in the state for a wind turbine factory, will locate its U.S. headquarters and research facility in the Philadelphia area. The firm has yet to decide on a location for its turbine factory that could create about 400 jobs. The factory site location should be known within the next month. Gamesa's two offices, wind farm and factory will employ around 1000 workers over five years.

Firm cuts 500 jobs: **Agere** laid off 282 workers in the Lehigh Valley. The Agere jobs that were lost were among the highest-paying in the area (administrative, marketing and support functions such as engineering).

DHL plans sorting center: Courier company DHL announced that it will open a sorting center in Erie as part of its expansion and effort to challenge the country's top two carriers. The Erie plans are part of the firm's \$1.2 billion effort to upgrade its U.S. operations and create 45 jobs.

Electronics Boutiques to lay off the rest of its workers: Electronics Boutique will lay off 349 workers with the closure of its Chester County distribution center beginning February 1. The company has been purchased by GameStop Corporation of Grapevine, Texas.

MedQuist to eliminate local service centers:

MedQuist Inc., a Mount Laurel company that transcribes medical records, plans to centralize and

streamline its structure, including consolidating about 40 facilities in the next 12 months. MedQuist did not disclose how many employees would lose jobs.

Harrah's contributes to WIB for training: The gaming firm Harrah's provided \$500,000 to the Delaware County WIB to provide workforce training in the local area. A racetrack/casino called a "racino" is being built on the site of the former Sun Shipbuilding facilities in Chester. The racino is expected to bring about 800 permanent jobs plus 400 construction jobs.

Unisys posts loss, jobs to be cut: Unisys of Philadelphia announced it plans to cut about 3,600 jobs (10% of its work force) over the next year as part of a broad restructuring.

Dermik Labs in Berwyn announces job cuts: Layoff notices have gone out to 136 employees of Dermik Laboratories, Inc. The global dermatology business of Sanofi-Aventis planned to close its Berwyn, PA facility December 31 and move its operation to New Jersey.

GSM Industrial Inc. has a new home in Lancaster County: Metal fabricating firm, GSM Industrial, Inc. has bought an old tank-trailer plant giving the fabricating plant twice the room it currently occupies. The 90-employee firm expects to add 30 to 50 jobs over three years.

Panacea Consulting, Inc. will eliminate jobs in Plains Township: Panacea Consulting, Inc. confirmed the layoff of 60 employees. A decision by the Social Security Administration to use the electronic records forms instead of paper is the basis of this determination.

WEST VIRGINIA

South Charleston Stamping Plant Layoffs: Slowdown at General Motors (GM) contributed to 90 workers being laid off at **Union Stamping & Assembly** plant in South Charleston. The layoffs will leave 330 employees at the plant. Summer shutdowns and less demand for vehicles that use the plant's stamping and assembly processes are the reason for the cuts. GM, the plant's major contract, has announced that some of its plants will be closed and 25,000 manufacturing jobs eliminated in the United States by 2008.

Kodak eliminates jobs: Battling a steep drop in demand for photographic film and paper, the film manufacturer will scale back. The Huntington factory will lay off 108 employees.

Manufacturer breaks ground for facility: Tasty Blend Foods, Inc., a manufacturer of baking mixes and gravy sauces, started construction on a new 58,000 square foot manufacturing facility in Putnam County.

General Motors Plant Phases Out Operations: General Motors will phase out operations at one of its two plants in Martinsburg over the next few years and move the work to three plants in Michigan. This will cut nearly half of the jobs at the Berkeley County facility. Over a six-month period, packaging jobs in the Martinsburg GM processing center will be moved to plants in Pontiac, Drayton Plains and Flint, Michigan; fifty to 100 jobs will be affected. Over the next few years, the remainder of operations at the processing center will be moved to Michigan plants, affecting 150 to 200 jobs. Affected employees can apply for a transfer to another GM plant.

Quick Facts

Ten Careers with an Edge: According to the Wall Street Journal Online, the following Careers are ones where the applicant, not the employer, has the leverage (in no particular order):

1. Pharmacist
2. Forensic Accountant
3. Critical-Care Nurse
4. IT Security Specialist
5. High School Math Teacher
6. Obstetrician
7. Automotive Technician
8. Funeral Director
9. Community College Professor
10. Corporate Librarian

Right Jobs without a Bachelor's Degree: Some U.S. jobs pay living wages, are in fast growing fields, have lots of openings and don't require a Bachelor's Degree. A recent report, "The Right Jobs", profiles the winners of a review of 725 job categories to find the best jobs. It looked at jobs that paid \$25,000 or more, 20,000 openings a year, opportunity for

advancement, and modest educational and experience requirements. The top jobs based on these categories are all follows:

- Registered Nurses
- Licensed Practical Nurse
- Customer Service Representatives
- Car/Truck Mechanic
- Computer Support Specialist
- Building Trades (Carpenter, Electrician, Plumber)
- Commercial Driver (Heavy Trucks or Buses)

Source: Albach, Banks. "Right Jobs are Plentiful Without Bachelor's Degree," *The Patriot News*. September 27, 2005:C1

FEDERAL PARTNER NEWS

HUD SEC 202/811 GRANTS AWARDS of MORE THAN \$710 MILLION TO HELP VERY LOW-INCOME ELDERLY AND PEOPLE WITH DISABILITIES

It will soon be easier for thousands of senior citizens and people with disabilities to find affordable housing, thanks to more than \$710 million in housing assistance announced today by Housing and Urban Development Secretary Alphonso Jackson. These grants will help the nation's very low-income elderly and people with disabilities find decent, safe housing that they can afford.

Section 202 Grants (\$574.8 million to assist very low-income elderly). Section 811 Grants (\$135.8 million to assist very low-income people with disabilities). For further info, please click on <http://www.hud.gov/news/release.cfm?content=pr06-003.cfm>.

Department of Housing and Urban Development (HUD) - Office of Small and Disadvantaged Business Utilization (OSDBU)

The OSDBU is responsible for ensuring that small businesses are treated fairly and that they have an opportunity to compete and be selected for a fair amount of the agency's prime and subcontracting opportunities. In its commitment to providing universal access to both *small and large businesses*,

OSDBU recognizes that small businesses are of vital importance to job growth and the economic strength of the country. HUD's overall mission of job creation, community empowerment and economic revitalization includes a successful and strong business community is an integral part. www.hud.gov/offices/osdbu/index.cfm provides information on small business marketing and educational efforts.

Community Development Block Grant: HUD Publishes Interim Rule Regarding "Job Pirating"

HUD has published an interim rule (December 23 FEDERAL REGISTER) which implements certain statutory changes by revising its regulations for the Community Development Block Grant (CDBG) program. This interim rule prohibits state and local governments from using CDBG funds for "job pirating" activities -- i.e., facilitating the relocation of for-profit businesses from one labor market area to another if the relocation is likely to result in a significant job loss.

U.S. Department of Education/Rehabilitation Services Administration

Vocational rehabilitation agencies are experts in job placement services and networking with employers. Each state has devised practices that are useful for their regional industries, geographic profile and demographics. The below web site highlights effective practices, models and tools so that agencies can learn from one another what works. In addition, Rehabilitation Services Administration maintains a listing of state employment specialists who are willing to share their experiences and expertise with others in the network. See <http://www.ed.gov/policy/spced/reg/index.html>

U.S. Department of Justice *FUNDING*

Outcome Evaluations of Violence Prevention

Programs: The National Institute of Justice is accepting proposals to conduct comprehensive evaluations of promising violence prevention programs with the objective of expanding the list of effective interventions to prevent violence to and by youth. The submission deadline is February 24, 2006. For a complete proposal request description please visit: <http://www.ncjrs.org/pdffiles1/nij/sl000732.pdf>.

EPA Announces \$2 Million in Brownfields Job Training Grants

On December 22 the Environmental Protection Agency announced the selection of communities to share a total of \$2M Brownfields job training grants. Grants of up to \$200,000 each will go to non-profit organizations, educational institutions, community colleges, tribes, state and local governments. The Brownfields Job Training Program is designed to provide residents in Brownfields-affected communities an opportunity to obtain employment in the environmental field, ensuring that the economic benefits derived from Brownfields redevelopment remain in the affected communities.

The new round of grants will teach environmental-cleanup job skills to individuals living in low income areas near Brownfields sites in Massachusetts, Connecticut, New York, **Pennsylvania, Delaware, West Virginia,** Mississippi, Louisiana, Washington, Oklahoma, and Montana.

Since 1998, EPA has awarded over \$20 million in Brownfields job training funds, more than 2,600 people have completed training programs, and more than 1,600 have obtained employment in the environmental field, earning an average wage of \$13 per hour. For more information, go to:

<http://www.epa.gov/brownfields/jt1205/jt1205.htm>

Useful Websites

www.caseylifeskills.org Casey Life Skills Here you will find free and easy to use tools to help young people prepare for adulthood. The life skills assessments provide instant feedback. Customized learning plans provide a clear outline of next steps, and the accompanying teaching resources are available for free or at a minimal cost.

www.adagame.org The Americans with Disabilities Act game is free and available to play at any time. Players take on the role of advocates for disability rights and work together to improve compliance with the ADA in their virtual communities.

www.acuta.org The Association for Communications Technology Professionals in Higher Education works to support higher education institutions in achieving optimal use of communications technologies.

<http://istsocrates.berkeley.edu/~safejobs/teens/agriculture.html> provides information about young worker health and safety for teens, parents, teachers, counselors, youth specialists and employers.

<http://www.workforcetools.org/> Workforce Tools of the Trade is the Career One-Stop specialty site aimed solely at the workforce development professional. Here you will find information for professional development, what's happening in the profession, resources and links to businesses, partnerships, governance and service delivery.

New Analytic Tool: A new analytic tool called "Industry Focus" was added to the Local Employment Dynamics (LED) web site. LED is a voluntary partnership between state labor market information agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden and with the same confidentiality protections afforded census and survey data. "Industry Focus" which combines the better of two soon-to-be-retired tools (Top Industries and Local Workforce) with many new features. This tool can generate a list of the top industries or sectors for areas and workers and can focus on the industry/sector to see where it ranks among other industries. It can then drill down to look at characteristics of those who work in that industry. One can select one or more of eight labor market indicators to provide context to industry/workforce characteristics, as well as being able to select a single measure on which to rank. To access this new tool, please go to <http://lehd.dsd.census.gov/led/datatools/qwiapp.html>.

More Important Resources:

DOL: www.dol.gov

ETA: www.doleta.gov

ATELS: www.doleta.gov/atels_bat

Catalog of Federal Domestic Assistance: www.cfda.gov

Faith-Based Initiatives: www.dol.gov/cfbci

Grant Opportunities: www.grants.gov and www.fedgrants.gov

National Association of State Workforce Agencies:

www.naswa.org



Upcoming Events/ Conferences

National Association of Workforce Boards (NAWB) Forum : This year's NAWB annual Forum, February 25-28, 2006 in Washington, DC, will focus on the impact global trends will continue to exert on America's economy, and how they pose particular challenges for the workforce as well as business and industry expansion. Please visit: <http://www.nawb.org/forum2006/>.

NASWA Winter Policy Forum: February 27 - March 1, 2006, at the Omni Shoreham Hotel in Washington, D.C.

Quality in Education and Workforce Development Symposium: March 2-3, 2006 at the Hershey Lodge and Convention Center in Hershey, PA.

67th American Society for Public Administration (ASPA) National Conference: March 31-April 4, 2006 in Denver, CO.

PLEASE SHARE THIS ISSUE.....If you know anyone who would like to be added to our mailing lists for *INITIATIVES* and grant opportunities, please provide name, organization, address, phone and e-mail addresses to April Hunt, Workforce Development Assistant, at hunt.april@dol.gov. If you've printed this, please recycle.



If you would like to publicize an upcoming Workforce Development event or have an idea for an article, have comments on this issue, please contact: Mark Hyman, Editor / hyman.mark@dol.gov

ETA gratefully thanks all contributors to this *INITIATIVES* edition. Some articles have been edited to accommodate space limitations. We regret that all items received could not appear.

INITIATIVES Staff: Brenda Cooper, April Hunt, Jerry Bocchino